GRUMMAN
planenews

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EIP investors reaped gains in '84

"Should I select an investment that offers a modest payoff — but is a sure thing? Or should I opt for a larger gain from a more risky alternative?" you muse as you fill out your Grumman Employee Investment Plan (EIP) enrollment card. One way to make a truly informed choice is to attend the EIP Annual Meeting, the ninth of which was held on Thursday, March 28.

Meeting attendees learned that all four investment vehicles in the Plan posted gains during 1984 — but those gains ranged from slim to healthy to spectacular.

The star performer was the Fixed Income Fund, the unit value of which rose 15.2 percent during 1984. Bearish during 1984: the Equity Fund, up .8 percent.

Bob Bradshaw, Grumman Corporation vice president and secretary and a member of the EIP Committee, showed attendees a graph tracing the performance of each investment vehicle during the past five years.

"The company stock fund, at least through 1983, has certainly performed rather smartly," he noted. "What you might expect to see, the Guaranteed Income fund has moved along — while not in spectacular fashion, but steady growth. The Fixed Income Fund, particularly in the last few years, has done very nicely. The Equity Fund has been up and down during the same period.

"Each year we take some pride in noting how big the Plan has become now — some $560 million," he continued. "By wide margins, the two biggest chunks are in the Guaranteed Income Fund and the Company Stock Fund. If you take out the company stock, most of which got there by virtue of the company matching contribution, you would see that overwhelmingly, your money and mine is going into the Guaranteed Income Fund. There has not been much change in that over the past year."

The company match continued at 100 percent throughout '84, certainly a boon to EIP investors. The match formula is intended to reflect the company's business posture, and first rose to 100 percent in '83.

Company stock rose in value to $26.50 at yearend '84, up from the yearend '83 figure of $24.25. An important change for prospective retirees went into effect at the beginning of 1985. Employees may begin to transfer Grumman stock to other funds once they reach age 61. The plan previously allowed this to be done only when a member retired and elected to remain a plan member.

"As many of us get close to retirement, we find that we have a substantial part of our net worth tied up in Grumman common stock, by virture of the company matching contribution," explained Bradshaw. "And that's very nice, but it can be a pretty volatile investment. And that may be a time in our lives when we'd just as soon have our money in a more stable investment vehicle."

At a 15.2 percent rate of return, the Fixed Income Fund fell in the top 20 percent of such investment vehicles, according to SEI figures. The SEI median was 13.3 percent. SEI is an advisory firm that produces an index of major funds' performances.

"The bond market was the best place to have your money in 1984," declared Bill Parmentier, Grumman Corporation assistant treasurer. He noted that the composition of the Fixed Income Fund is of a very high quality — over 90 percent triple-A bonds and no "B" bonds.

Conversely, at .8 percent, the Equity Fund trailed both the SEI median (1.5 percent) for equities and the Dow Jones Average (1.4 percent). Although at about the SEI median, it was well below the Standard & Poors 500, which posted a 6.3 percent gain.

George Stewart of Fiduciary Trust Company, which manages the Equity and Fixed Income Funds, described the changes that took place in the Equity portfolio during 1984. The largest jump was in utilities holdings, which weren't represented in the 1983 portfolio. Another large increase occurred in the area of consumer staples.

Stewart noted that Fiduciary is reducing the Equity Fund's holdings in energy, cyclical commodities, and science/technology issues — with the noteworthy exception of IBM.

What's ahead for these two funds? Parmentier noted a number of problems that remain in the U.S. economy, including the deficit, relatively high unemployment, an overly strong dollar, and a trade imbalance. These will be felt by investors.

Stewart said the key feature dominating investment outlook is the low level of inflation of the past three years — brought on by increased productivity, more cost competition, deregulation, more conservative lending practices, and fewer inexperienced workers in the job market.

"We think this trend will continue for at least the next two years," he noted. "This provides financial assets — bonds, stocks — with very good opportunities for significant returns over that period."

At the same time, the interest rate drop foreseen by Stewart requires a different strategy by investors. The Equity Fund will focus on issues deemed to benefit from low inflation and lower interest rates.

Reporting on the Guaranteed Income Fund, Bradshaw noted that

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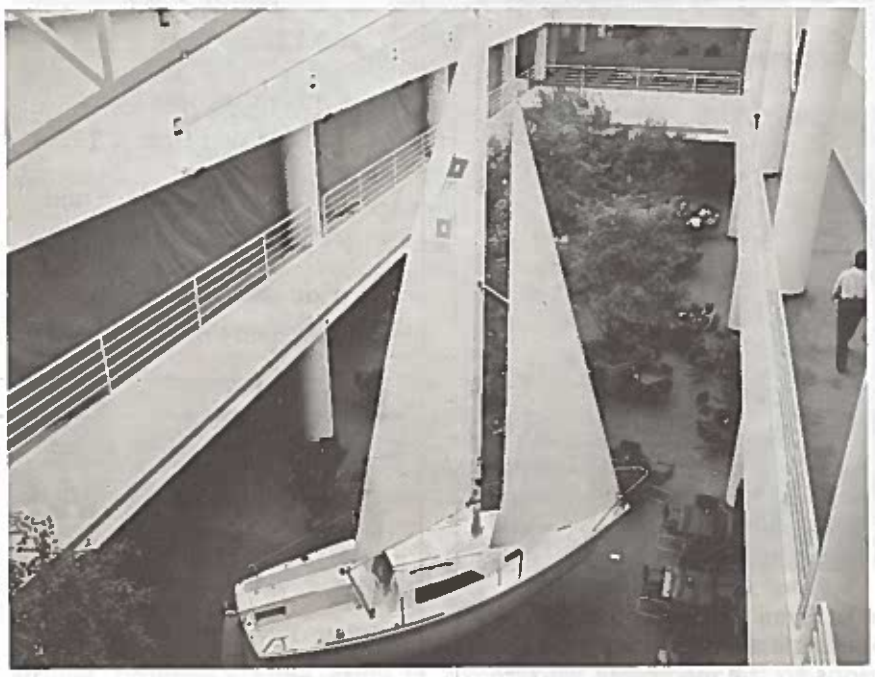

Signs of summer. *A special showing of Grumman boats is taking place now through April 15 on the concourse of the new headquarters building. On display are three Grumman powerboats, a Grumman canoe, and a 23-foot Pearson sailing yacht. Pearson is offering Grummanites a $500 rebate on the purchase of this particular model through May 31. And a dealer of Grumman boats is also offering employees a special discount.*

news briefs

Leave driving to us

With the cooperation of Island Rides, Inc. — Long Island's not-for-profit ridesharing company, Grumman has developed eight potential vanpools. There are still openings available for both passengers and drivers/back-up drivers.

Here are the routes to Bethpage/Hicksville plants, the origination points, work hours, and major travelling routes:

Port Jefferson, 7:30 a.m. to 4 p.m., Rt. 347 and Northern State Parkway.

Medford, 7 a.m. to 3:30 p.m., Rt. 112 and LIE.

Patchogue/Sayville, 7 a.m. to 3:30 p.m., Sunrise Highway and Southern State Parkway.

Holtsville/Patchogue, 8 a.m. to 4:30 p.m., Sunrise Highway and Southern State.

Ronkonkoma/Sayville, 7:30 a.m. to 4 p.m., Southern State and LIE.

Stony Brook, 8 a.m. to 4:30 p.m., LIE.

Rocky Point, 7:48 a.m. to 4:18 p.m., LIE.

Brooklyn, 7:45 a.m. to 4:15 p.m., Belt Parkway to Southern State.

If you are interested in any of the above vanpools, contact Betty Fallon, Ext. (111) 59271. Each vanpool group formed will be provided with a new, fully equipped, maintained and insured van. One member of each group will drive the van and receive a free commute. The rest of each group's members will evenly divide the costs of operating the van.

If you are interested in carpooling or vanpooling to Grumman and do not fit into the above preliminary vanpool groups, feel free to apply for the Commuting Assistance Program anyway. Just go to your nearest Employee Services (ES) office and fill out a ridesharing application form. Mail the form to Fallon, mail stop C11-GHQ. Every Grummanite is eligible for the program. If you have any questions about this Ridesharing program, contact Fallon on Ext. (111) 59271.

At the finish line

Want to volunteer at the Long Island Marathon? Grumman will be distributing "space blankets" bearing the Grumman logo to runners at the halfway point and the finish line of the Marathon. Volunteers are needed to drape the blankets over runners' shoulders. The Marathon will be held on May 5 and will begin and end at Eisenhower Park in East Meadow. If you'd like to volunteer, you must sign up by April 19. *Only Grumman employees may sign up through Grumman.* Send your name, phone number, and mailstop to Sharon Grosser, manager, Community Support Programs, A27-GHQ.

Open house

The Nassau Tech Aviation program of BOCES (Board of Cooperative Education) is sponsoring an open house on Saturday, April 20, from 10 a.m. to 2 p.m. Exhibits and demonstrations by the students and faculty will be held.

The aviation school is located just south of Plant 2 on Hicksville Road in Bethpage.

Names in the news

The following Grummanites recently received new assignments:

George Smith has been appointed director, Business Management and Analysis, in Business Operations.

At Great River Operations, John Arnzen has been named director of Material; Otto Peters, deputy director, Material; Horst Fuhrmann, director, Manufacturing Operations; and Nick D'Avanzo, deputy director, Manufacturing Operations.

In Bethpage Operations, Sam Avati has been named deputy, Product Development Operations Center; John Cezniak, director, Business Office; Vincent DeStefano, general manager, Manufacturing Operations; Vincent Ciampa, deputy, Manufacturing Operations; Jim Erickson, director, Manufacturing Program Management; Eugene Graziano, assistant to VP; Chris Hansen, director, New Business and assistant to VP; Bill Lamberta, general manager, Manufacturing Technical Operations; Carl Micillo, director, Industrial Modernization Incentive Program (IMIP); and Bob Prais, deputy, Manufacturing Technical Operations.

Get out your sneakers

The children of tomorrow are counting on Long Islanders to put their best feet forward on Sunday, April 28. That's the date of this year's WalkAmerica sponsored by the Long Island Chapter of the March of Dimes Birth Defects Foundation.

There will be two walkathons on L.I. that Sunday: the Nassau County walk at Eisenhower Park in East Meadow and the Suffolk County event at the Smith Haven Plaza in Lake Grove.

Both walkathons are 25 kilometers long. To sign up, go to your local Employee Services (ES) office and pick up an application form, fill it out, and send it to the March of Dimes (address is printed on back). Make sure that you indicate that you are from Grumman. Then, start asking your family, friends and co-workers to pledge money for each kilometer you walk. Write down their pledges on your sponsor sheet. On Sunday, April 28, show up at 8 a.m. at either Eisenhower or Smith Haven Plaza with the top copy of your sponsor sheet.

WalkAmerica funds benefit local communities directly. Funds raised support community-based health services, such as perinatal clinics and intensive care nurseries. By participating in WalkAmerica '85, Grummanites can join the fight to save babies and give America's future generations the best start in life.

At Smith Haven Plaza, park in the mall parking lots. At Eisenhower Park, spaces are available in Lots 1, 2, and 3; lots 4, 5, 6, and 6a off Park Blvd; and in the shopping center on Hempstead Turnpike.

Grumman Teamwalkers should meet at the Grumman truck prior to 8 a.m. near main registration area to pick up their Grumman caps, have coffee and danish, register at main table and be ready for their Teamwalk group photo.

Don't forget that April 28th is the first day of Daylight Savings Time — remember to set clocks ahead on Saturday night.

Grumman unveils Raven trophy

EF-111 pilots and electronic warfare officers will be vying for the new Raven Award. Grumman will present the award annually to the best EF-111 duo "for major contributions to the electronic warfare community."

The new Raven Award plaque was officially unveiled at the Mountain Home Air Force Base Military Ball on February 15. Grumman EF-111 Program Vice President Vern Kramer (R) presented the plaque to Col. Malcolm Armstrong, wing commander, Mountain Home AFB. The Air Force will select the two recipients of the 1984 Raven Award shortly.

Unit values

The following are the unit values for the Grumman Employee Investment Plan as of February 28, 1985. These unit values are compared to January 31.

Equity Fund
2.726 up from 2.706

Fixed Income Fund
4.086 down from 4.175

Guaranteed Income Fund
1.973 up from 1.957

Company Stock Fund
28.188 down from 28.50

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Dozen h.s. seniors named Grumman scholars

None of the 12 high school seniors was a stranger to success, but all were undoubtedly anxious over college plans and career goals. As testimony to their abilities, they were recently named 1985 Grumman Science and Engineering Scholarship winners.

Since the program's inception in 1944, Grumman has awarded over three million dollars to 450-plus high school seniors. This year's class of scholars includes six Grumman dependents. The company also selected four alternates, should a winner decline the scholarship.

The 12 scholarship winners will receive grants of up to $4,500 per year for tuition assistance. Both winners and alternates are offered employment at Grumman for the four summers prior to graduation. In addition, the 16 will be offered permanent jobs upon graduation, if there are suitable positions available.

A total of 187 applicants participated in this year's scholarship competition, representing some 70 high schools, according to Paul Sluiter, scholarship program administrator. Of these, 150 applicants were reviewed and the field was then narrowed down to 43.

In the final hurdle, each applicant was interviewed for about 15 minutes by a seven-member Grumman Selections Committee.

"Once they had reached this last leg of the selections process they had more than proven their academic and extracurricular credentials," says Renso Caporali, president of the Aircraft Systems Division and chairman of the Selections Committee. "Our job was to judge the candidate's ability to function in the business world, interface with people, and contribute to the maximum of his capabilities. With this caliber of youngster, it was a difficult job."

The Committee also endeavored to determine the candidate's level of interest in the company's areas of operation. "We were looking for individuals that would make a positive contribution to Grumman both during the scholarship period and eventually as employees," Caporali notes.

High school seniors nationwide who are the dependents of Grumman employees with at least two years of service are eligible for the competition. So are all high school seniors attending Nassau and Suffolk County high schools.

The Grumman dependents who won 1985 scholarships are:

Sheri Barker

Sheri Barker is one of the top 10 students at Half Hollow Hills High School East. She has also worked with retarded adults as a volunteer at the Suffolk Developmental Center, organized a study-by-phone system as her temple's chapter president for the National Conference of Synagogue Youth and plays six musical instruments.

Sheri, daughter of Plant 45 systems design engineer Irwin Lewis and his wife Pearl, is also legally blind. The best Sheri can see are the blurry images most nearsighted people experience without their glasses. At home, she relies on an Apollo machine with a 25-inch screen for reading. Her school recently purchased one for her use there.

"The strange thing is that even though she's always had trouble with her eyes, we did not become acutely aware of the situation until the sixth grade. Sheri learned how to read and write despite the disability and always insisted on doing things on her own," notes Pearl.

Sheri is never at a loss for things to do. "There's really nothing that can keep her down," says her dad. "She's always the first to volunteer. In fact, there's very little that passes her way that she doesn't try. She'll take up almost any cause."

A member of the National Honor Society, Sheri was also named to the Honors Group of the Westinghouse Science Talent Search and has worked as a research assistant at the Brookhaven National Lab. Sheri is particularly interested in robotics and is planning a career in mechanical and electrical engineering. The scholarship will be applied to her studies at Columbia University.

Matthew McCarty

Matthew McCarty, a student at Rocky Point High School, had a dream answered when he was named a Grumman scholar.

"I was notified by my guidance counselor after eighth period on a Friday afternoon and found out later that they heard my reaction all the way up on the second floor. I was pretty excited. I had planned to enter the scholarship competition for years, and I just couldn't believe I was a finalist," says Matthew.

For Matthew's parents, Joe, an engineer in Spec-Tech Ops (Plant 1), and Carolyn, there was parental pride. Says mom: "Everything he does is with a passion, and he always seems to succeed or keep on trying."

Matthew has spent his high school summers in the BOCES Gifted and Talented Program. He participated in a Robotics Institute and has worked on several projects at the Brookhaven National Lab. Additionally, he will be listed as an author for his participation in a research project in the behavioral sciences at SUNY-Stony Brook. Among other things, Matthew's computer expertise greatly enhanced the project.

A well-rounded student, Matthew likes to write and has won his school's Mark Twain literary award for three straight years. He has also been active in several school musical and dramatic productions.

(Continued on page 4)

Boeing salutes Stuart 767 team

Boeing Commercial Airplane Company recently presented its 767 airliner program's 1984 Pride in Excellence Award for to the Stuart Operations (Fla.) team. Joe Kingfield, Vice President-Quality and Safety Operations, and Bob Watkins, Vice President-Stuart Operations, accepted the "outstanding quality performance" award on behalf of the Stuart 767 team.

Boeing saluted the Grumman team for its "exceptional performance." Such a performance "is required by our subcontractors to meet the challenge provided by our pride in excellence program — and you have met this challenge. Your outstanding performance has contributed to reducing cost with a quality product. We encourage you to explore new methods and techniques for continued accomplishment in 1985."

Grummanites at Stuart Operations began delivering the wing-fuselage center section for the Boeing 767 commercial jet airliner in December 1980. The wing-fuselage center section measures 27 ft. long by 16 ft. wide and is shipped in a special railroad car to Boeing's final assembly plant at Everett, Washington, just north of Seattle. The highly fuel-efficient Boeing 767 started commercial service in September 1982.

Introducing the class of '85 . . .

(Continued from page 3)

Like everything else in life, Matthew has set his college goals high — Princeton, Harvard, or Penn State. He is especially interested in physics and intends to study physics and aerospace engineering.

John Lugbauer

John Lugbauer's scholastic preferences have always been in the sciences and so the career he's planning in aerospace engineering is a natural.

His father, Peter Lugbauer, group leader-Aerodynamics in Plant 25, and mother Catherine, agree that dad's 21-year Grumman career influenced John's career goals to some degree.

One of John's biggest achievements was the creation of a seven-foot operational wind tunnel, which won first place in his school's (East Islip High) science fair. The project also won a ribbon of excellence at the Long Island Science Congress.

John is a member of the American Society of Metals and is a representative to the Long Island Science Congress. He is also active in the Boy Scouts, where he has achieved rank of junior assistant scoutmaster. Additionally, he is a member of the math team, school newspaper, Ice Hockey League, and East Islip Soccer Club.

Marilyn Hirsch

Marilyn Hirsch will be this year's class valedictorian at Brooklyn's Canarsie High School.

But her parents, Stanley, an engineer-RF equipment and design in Plant 1 and Doris, wonder where she gets the time to study.

A member of the New York Academy of Sciences, Marilyn has worked as a summer intern at the Downstate Medical Center in Brooklyn. While there, she completed a project on metabolic/digestive processes. The project went on to take first place in her school's science fair and first place at the Brooklyn Borough Science Fair. From there it was entered in the New York City Science Fair where it was awarded finalist status.

"There's nothing she's not interested in," says Stanley. Marilyn is a leader in the school band and a head assistant in the computer lab. She is also on the yearbook and science magazine staffs and has still found time to volunteer in a local hospital, spearhead fund-raising activities for numerous school projects, and help raise funds for community programs at the Brooklyn Public Library.

Marilyn will pursue a degree in computer science at Yale University.

The Hirsch Family. *Scholar Marilyn (at piano) is shown with father Stanley and mother Doris.*

Philip Kuhn

Excellence has always been Philip Kuhn's trademark in things academic. And this year, both the Grumman scholarship and his inclusion on Oyster Bay High's varsity baseball team have been the rewards for years of hard work and weeks of nervous anticipation.

"Philip is just an all-around wonderful student," says his mother Liliane. "But receiving a scholarship from Grumman, a major corporation, is the ultimate recognition of a job well done." Adds father Alfred Kuhn, an engineering manager for the C-2 program in Plant 25: "He is into a lot of things and he's good at everything. His only 'less than A' subject is gym, where he sometimes gets a B-plus. That's why being named to the varsity baseball team was the fulfillment of a dream for him too. He is constantly striving to be better."

Philip will graduate as class salutatorian and was voted both Most-Likely-to-Succeed and Best-All-Around-Student by his classmates.

A member of the student council, Philip is also an officer in his temple's youth group, both a Hebrew and computer science tutor, and president of the school's computer science club.

He is planning to attend either MIT, the University of Virginia or Pennsylvania State University. He intends to study computer science and electrical engineering.

Karen Minasian

"We're flying high right now. It's almost like winning the lottery," says Irene Minasian, GDS programmer/analyst at Plant 105, of her daughter Karen.

Adds Karen's father, Edward, senior engineer, ILS TDS in Plant 247: "We knew there was a lot of competition and were surprised. It's a great honor for Karen, one she's worked long and hard to attain."

Karen will graduate as salutatorian of John F. Kennedy High School in Plainview. She is a director of the school's Model UN program and president of the Foreign Language Club. Karen is also a member of the Medical Explorers club and was named a *Newsday* Leading Scholastic Achiever. A member of the school's orchestra, she plays the piano and the violin.

Karen also finds the time to tutor students in math, science, French, and English and is employed part-time as a food taster.

Karen hopes to study computer science at Brown University, Yale, or Princeton.

The Kuhn Family. *Grumman scholar Philip (seated) is pictured with (L to R) mother Liliane, father Alfred, and brother Alan.*

In the open competition, the following scholars were selected:

Thomas Bolton

High School — Glen Cove. College Preference — Massachusetts Institute of Technology. Career Goal — computer science/engineering. Honors/Activities — National Merit Scholarship; National Honor Society; National Chemical Society Award; New York State Mock Trial Team; president — Computer, Latin Clubs; conducted electron-scanning microscope work with Pall Corporation; employed as programmer for New York Institute of Technology and teacher — graphics programming for Pall Corporation.

Eric Burian

High School — Longwood (Middle Island). College Preference — Pennsylvania State University. Career Goal — general engineering/aerospace engineering. Honors/Activities — National Honor Society; Suffolk physics Olympiad; member — Brookhaven Youth Bureau; summer

The Lugbauer Family. *In their East Islip home are (L to R) Beth, scholar John, Catherine and Peter.*

student — Brookhaven National Laboratory; Rotary Club Student of the Month; member — Instructional Improvements Council; Boces II chemistry; computer programs; Boy Scout — star rank; church acolyte, usher; soccer, tennis, track; part-time employment as machinist, mason's assistant.

Walter Egbert

High School — Chaminade Mineola). College Preference — Rensselaer Polytechnic Institute. Career Goal — aerospace engineering. Honors/Activities — National Honor Society; St. John's University Art Scholarship Program; Math, Science awards; honors — Iona College Language Competition; honors — L.I. Math Fair; New York State Energy R&D Authority Competition (9th); band member; debating team; projects — forward swept wing design, windmill blade design, lobacheskian geometry.

Howard Katz

High School — John F. Kennedy (Plainview). College Preference — Princeton University. Career Goal — electrical engineering/computer Science. Honors/Activities — National Merit Scholarship; National Honor Society; George Washington University Engineering Medal; Nassau County All-Star Math Team; Math Association of America Award; Physics, Chemistry and Biology Olympiad competitions winner; part-time employment as programmer, p.c. board tester.

Eva Lum

High School — Herricks (New Hyde Park). College Preference — Massachusetts Institute of Technology. Career Goal — computer science. Honors/Activities — National Honor Society; Columbia University Science Honors Program; Girl's State Science Honors Research Program; Long Island Science Congress; Princeton Book Award Nomination; Queens College Computer Contest (finalist); George Washington University Medal; *Newsday* Leading Scholarship Achiever; American Computer Science League; student government; project — constructed a microprocessor-based television controller; employed part-time at Logic Controls, Inc.

Benjamin Waldman

High School — Plainview Old-Bethpage. College Preference — Harvard University. Career Goal — physics/engineering. Honors/Activities — National Merit Scholarship; Westinghouse Science Talent Search semifinalist; Adelphi chemistry seminar; Michigan State Honors Science Program; Continental Math League; chemistry, physics awards; Nassau County Math League; Math Olympiad; president — Political Issues Club; synagogue service leader; project — paper for Westinghouse on Immunological Response; employed part-time in programming and software development for American Para-Professional Systems.

Four alternates chosen

The following students were named as alternates:

Patricia Donnelly — High School — Northport. College Preference — Brown University. Career Goal — applied math. Grumman Parent — Henry Donnelly, Navigation and Control engineer, Plant 35. Honors/Activities — National Merit Scholarship; *Newsday* Leading Scholastic Achiever; Math, Science scholarships; hospital volunteer.

Philip Hess — High School — Smithtown West. College Preference — Union College. Career Goal — computer science/mechanical engineering. Grumman Parent — Robert Hess, structural test engineer, Plant 5. Honors/Activities — National Honors Society; president — German Honor Society; projects — wrote graphics systems for Apple II, marketed two video games and two computer programs.

Alternates for '84 are: *(clockwise top L) Patricia Donnelly, Philip Hess, Peter Lobl and Jeffrey Siegel.*

Peter Lobl — High School — Lindenhurst. College Preference — Massachusetts Institute of Technology. Career Goal — electrical engineering/computer science. Grumman Parent — Edwin Lobl, administrator — training and development, Plant 35. Honors/Activities — Lindenhurst Science Fair (first place); published articles in two magazines; National Science Olympiad; student council; part-time employment as adult education teacher; salesman and chief programmer at American Peripherals.

Jeffrey Siegel — High School — Syosset. College Preference — Massachusetts Institute of Technology. Career Goal — computer science. Honors/Activities — National Merit Scholarship; National Honor Society; Columbia University Honors Program (Computer Science); Inter-Collegiate Broadcast System Convention; Harvard University Summer Student; high school computer consultant; PTA-STA Scholarship Fund Volunteer; project — computer research (over 20 micro and 8 mini units), independent research at Columbia University.

The McCarty Family. *In their Rocky Point home are (L to R) Colleen, scholar Matthew, Joseph, Carolyn and Michael.*

Sheri Barker and family. *Grumman scholar Sheri poses with her mother and father, Pearl and Irwin Lewis.*

The Minasian Family. *Scholar Karen (seated) is shown with (L to R) father Edward, mother Irene and sister Jeannie.*

milestones

The following Grummanites celebrate their 15 and 20 year anniversaries this month. Those who mark their 25th, 30th, 35th, and 40th service milestones in April will be listed in the upcoming issue of *Grumman World*, which will be distributed on April 26

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Walter C. Duncan, Assy. (1)
Thomas A. Lazar, Final Assy. (1)
Jim E. Padgett, Final Assy. (1)
Porfirio Ramos, Elect. Fab. (1)
Daniel O. Feldschau, Elect. Fab. (1)
Michael Mascia Jr., Prod. Cont. — Parts Cont. (1)
Stephen J. Brady, Mfg. Est. Adv. Proj. (1)
Anthony W. Zumpano, Elect./Mech. Des. (1)
Robert E. Cruz, Mech. Insp. (1)
Joseph B. Duffy, Router & Shear (2)
William H. Boyd, Sm. Parts. Fab. (2)
Gerard S. Freese, Proto. (2)
Joseph Randazzese, Stress Rel. & Hot Form (2)
Edward A. Boyle, Prod Plt. Mgmt. (2)
Jerome Strange, Mfg. Prop. Mgmt. (2)
John J. Waters, I.E. Flow Seq. Plan. (2)
Norman W. Gluf, Cap. Monit. & Ctl. (2)
Donald F. Ficken, Food Serv. (2)
John S. Capriola, Mfg. Prod. Ctrl. Mgmt. (2)
Robert E. Friberg, Mech. Insp. (2)
Gerard P. Johnson, Mech. Insp. (2)
Anthony Lawrence, Heat Treat (3)
Richard F. Crews, Details (3)
Raymond W. Hankerson, Maint. (3)
Hilton Shultis, Final Assy. Struct. (4)
Anthony Fasano, Final Assy. Struct. (4)
Antonio H. Dentler, Flt. Ops. (4)
Gerard F. Dorsey, Prod. Plt. Mgmt. (4)
John D. Zbytniewski, ILS Dig. Eng. (4)
Murray P. Ginsberg, Prod. Tech. Dev. Mgmt. (4)
Arthur R. Fischer, FTT Sys. (4)
Walter R. Wasilewski, Avion. Instl. (5)
Edward J. Smith, Env. Ctrl. & Test (5)
Joseph S. Baran, Struct. Des. (5)
Edward J. McClenin Jr., Crew Sys./Equip. Integ. (5)
Charles E. Lundin, Performance (5)
John W. Greve, Elect. Equip. Des. (5)
Raymond A. Goetz, Ops. Anal. (5)
Vello T. Noormae, Corp. Inst. Sys. (5)
James P. Crawford, Corp. Cont. (5)
William E. Byas, Adv. Prog. (5)
Joel G. Fanelli, Adv. Prog. (5)
Glenn W. Schmidt, Corp. Plan. Cont. & Budg. (5)
Robert E. Gorman, Bus. Mgmt. & Anal. (5)
William L. Rohm Jr., Inst. Test. (6)
Richard J. Oechsner, Repro. Serv. (6)
Ronald R. Ennis, A6/EA-6B Ditmco/Fuel (6)
Wilfred G. Kruse, Support (6)
Frank C. Augustine Jr., Prod. Mgmt. (6)
John J. Cortese, Jigs, Det. & Sub-Assy. (6)
Robert H. Bolton, Matl. & Log. Mgmt. (6)
Wallace J. Zober, ILS Electro. Pkg. (6)
Frank Pollio, ILS Electro. Pkg. (6)
Vincent A. Crocco, Mes. Std. (6)
Thomas J. DiNicola, Final Assy. Insp (6)
Frank H. Daum Jr., Govt. Matl. Cont. (7)
John J. Lachenmeyer, Comp. Arch. (7)
James F. McConville, A6/EA-6B Sys. Test. (7)
Richard E. Mauck, Flt. Dev. Ops. (7)
George H. VanSchaick II, Flt. Dev. Ops. (7)
James J. Bolger, Elect. Fab. (7)
Lawrence J. Williams, Elect. Fab. (7)
William Staples, Rel. Prod. Supt. (7)
Kenneth H. Gabelmann, RF Equip. Prod. Supt. (7)
Frank W. Filipo, Proj. Eng. Electro. (7)
Edward L. Tlustachowski, Instr./Anal. (8)
Gardner B. Lorimer, Instr./Anal. (8)
Nicholas R. Yokich, RF Equip. Prod. Supt. (8)
Robert J. Jendrzejewski, Rec./Shipping Insp. (8)
Michael A. Vargas, Mfg. Sch. (9)
William J. Feeney, Metallurgical Eng. (12)
Alan C. Platt, Meas. Stds. Lab. (12)
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Malcolm H. Hollesen, Elect. Test. (14)
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Frank Serrano, Elect. Test (14)
Daniel Katzenstein, Sys. Test. (14)
Gat Lee, Elect. Des. & Dev. (14)
Fred Figler, Software Appl. (14)
Clara M. Ebbecke, Dist. Serv. (15)
Roy H. Fisher, Repro. Serv. (15)
Richard W. Cheslack, ILS Qual. Assur. (15)
William Dillard Jr., Warehouse (21)
James Cash, Insp. Methods (24)
Donald W. Schutz, ILS RF/Servo./Elect. Eng. (25)
Duane C. King, ILS Dig. TPS Eng. (25)
Donald A. Anselona, ILS Mech. Eng. (25)
Charles A. Becker, ILS Mech. Equip. Eng. (25)
William F. Orlowski, ILS Equip. Des. Eng. (25)
Walter Kulbaba, ILS Train. Sys. Eng. (25)
James J. Williams Jr., Prod. Prog. (25)
Catherine S. Varga, Conf. Data Mgmt (25)
Jack G. Clemens, Pric. & Prop. (30)
Ubaldo J. Macari, Purch. Mgmt. (30)
Robert H. Lambert, Gen. Subcont. (30)
Joseph R. Gajewski, Seller Surv. (30)
Roland L. Olsewski, ILS Supply Ops. Mgmt. (30)
James W. Ohrtman, Proj. Mgmt. (30)
Vincent Addamo, Proj. Mgmt. (30)
Ronald A. Maginniss, Fin. Dept. (30)
Vincent J. Pulito, Prod. Tech. Dev. Mgt. (31)
Adeline Zuilkowski, Food Serv. (35)
John M. Linge, Human Factors (35)
Herbert P. Quartin, Subsys. Rel. (35)
Herman F. Bohnhorst, Qual. Eng. (35)
John G. Ullrich, Inst/Anal. (39)
George Franzisko, ILS Dig. TPS Eng. (40)
Nick Giovanos, ILS Tech. Serv. (40)
James A. Casey, Anten. & Radomes (40)
Marcello Vici, Display Instr. & Light (40)
Frederick J. Rademacher Jr., Optic & Display Equip. Des. (40)
Cecil P. Jones, Spec. (40)
James R. Sweeney, ILS Elect. Pkg. (43)
Carl B. Schottlandt, Spec. Proj. Proto-Temp. (43)
Antonio N. Parga, Mech. Struct. & Assemb. (43)
Peter Mulligan, Elect. Final Assy. (43)
John J. Hartman, ATE Test & Repair (43)
Thomas J. Feeney, Test & Repair (43)
Abraham Schwartz, EP Circ. & Mod Fab. (43)
James L. Biscardi, Elect. Cable Fab. (43)
Charles Palmieri Jr., Prod. Cont. (43)
Russell Hosie, GSE Sch. (43)
Ellen Tagariello, Methods Eng. (43)
Frank J. Lattanzi, Methods Eng. (43)
Joseph A. Quigley, Plann. & Anal. (43)
Walter R. Maier, Mfg. Tech. (43)
John H. Ericksen Jr., Mfg. Tech. (43)
Robert J. Lehner, Q.C. Eng. (43)
John T. Tokar, Elect. Cable Fab. (44)
James E. Bage, EP Circ. & Mod. Fab. (44)
Salvatore Aquanno, Elect. Harn. Fab. (44)
Andrew P. Rapcik, Elect. Box & Pan Fab. (44)
Frank J. Meyer Jr., ILS Elect. Pkg. (47)
John R. Churchey, Qual. (77)
Carlton W. Eng. Jr., Eng. (88)
Kenneth G. Korsberg, Prod. (88)
Ralph E. Rossbach, Prod. (88)
Goodwin G. Peterson, Comp. Sys. Opers. (105)
Donald J. McGuckin, ILS Prog. Mgmt. (106)
Rudolph T. Bruno, ILS RF/Servo/Elec. TPS Eng. (106)
Stephen A. Nestor, ILS Tech. Serv. (106)
Charles D. Albrecht, ILS Auto Test Equip. Eng. (106)
John M. Weick, ILS Auto. Test Equip. Eng. (106)
David S. Krasner, Veh. Struct. Anal. (107)
Victor R. Gabriele, ILS RF/Servo/Elect. Eng. (110)
Lawrence Lander, ILS RF/Servo/Elect. Eng. (110)
Erich Brugmann, ILS Equip. Des. Eng. (110)
Charles Wohl, Loads & Criteria (110)
James J. Vollaro, Elect./Mech. Des. (110)
Joseph A. Lombardi, Repro Serv. (111)
Stanley Kallman, Grumman St. Augustine (265)
Stephen M. O'Connor Jr., Fld. Ops. Logis. (279)
Vincent T. Bonsignore, Subcont. Surveillance (287)
Walter J. Mooney Sr., Technical Services-Logistics
Patrick Ranieri, Technical Services-Ops. Supt.
Charles Bartola, Technical Services-Integ. Grd. Ops.
Martin F. Clark Jr., Technical Services-Admin.

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George Christiansen, Parts Paint (2)
John E. Hildebrand, A6/EA-6B Join/Str. (6)
James P. Yeager, EF-111 Sys. Inst. & Test (6)
George A. Rose, Matl. Stor & Dist. (8)
Roland F. Winter, ILS Sys. Concepts, (25)
Paul B. Tsark, ILS Sub-Sys. Eng. (25)
John J. Asciutto Jr., Sub-Sys. (30)
Domenic J. DeMarco, Pricing & Anal. (30)
Joseph P. Mattal, ILS Mech. Equip. Eng. (35)
Marvin Schnee, Dynamics (35)
Jerry J. Franzoso, Pwr. Plt. (77)
Gordon A. Cady, Cont. Main. Svc. (267)
Maria Mirpuri, Technical Services — Security

calendar

AIAA: Wed., April 24, Fairchild Republic, Farmingdale, 5 p.m. Dinner meeting and tour of the Fairchild Simulation Lab. Presentations by West Point Military Academy and the Academy of Aeronautics. Guests welcome. Jerry Kohn, Ext 58754.

American Production & Inventory Control Society: Tues, April 23, Musicaro's Restaurant, Melville, 6:30 p.m. Technical presentation on "Bar Code — MRP II". Guest speaker will be Steve Trupp; guests welcome. Norm Heilweil, Ext. 52250.

Coin Club (Bethpage): Wed., April 24, Plant 25 vendor conference room, 12:05 p.m.. Informal lunchtime meeting. Peter Cassese, Ext. 57703.

GACE Flying Club: Mon., April 15, BOCES Bldg., Hicksville, 5:15 p.m. Membership meeting/ground school start-up. Guests welcome. Bob Schulte, Ext. 50682.

Grumman Disabled American Veterans: Wed., April 17, Plant 3 cafeteria, 4 p.m. Business meeting; all disabled american vets are welcome. O. Lewis, Ext. 54476.

Grumman Family Campers: Fri. — Sun., April 19 — 21, McCann's Greenport, L.I., Sat. — Mon, May 3-5, Flemington, N.J. For more information, contact Al Ellensohn, Ext. 50597.

Grumman French Club: Wed., April 10 & 24, 108 N. Windhorst Ave., Bethpage, 5.30 p.m. Educational program; guests welcome. Louis Kaufman, Ext. 52323 or Bob Lecat 115-5240.

Grumman Motorcycle Club: Wed., April 17, Recreation Bldg., 5:30 p.m. Monthly meeting; guests welcome. J. Mehnert, Ext. 56163.

Grumman Retiree Club: Wed., April 24, Recreation Bldg., 1 p.m. Business meeting. Guest speaker will be George Titterton. E. Drasser, Ext. 52133.

Grumman Scuba Divers Club: Wed., May 8, Ground Round Restaurant, Farmingdale, 7:30 p.m. Guests welcome. P. Craig, Ext. 55256.

Grumman Ski Club: Tues., April 16 & 30, Sitar Restaurant, Melville, 8:30 p.m. Guests welcome. Art Garmendia, Ext. 57819.

Institute of Environmental Sciences: Thur., April 25, Antun's, Hicksville, 6 p.m. Topic will be "Flight Safety Investigations." Guest speaker will be Vern Taylor, from the National Transportation Board. Guests welcome. N. Arcas, Ext. 55786.

Robotics International of the Society of Manufacturing Engineers/L.I. Chapter: Mon., April 22, Polytechnic Institute of N.Y., Farmingdale, 8:30 p.m. Topic will be "Robotic Application Utilizing Servo Motors". Guest speaker will be Claude Cherignon, application engineer from PMI Motors. Guests welcome. Phil Cancellier, 265-5535.

obituaries

THOMAS R. THIELEMANN, Machining Operations Business Office, Plant 3, died March 2 at the age of 61. He had been with the company since 1966 and resided at 142 No. Queens Ave., Massapequa, N.Y.

JEROME B. LOOK III, Inventory Planning and Analysis, Plant 17, died March 19 at the age of 55. He had been with the company since 1959 and resided at 10 Arrow Lane, Hicksville, N.Y.

RINALDO COSTA, Aerodynamic Design, Plant 35, died March 9 at the age of 57. He had been with the company since 1953 and resided at 23 Northcote Rd., Westbury, N.Y.

FRANCES C. LANDGROVER, Supplier Control, Plant 30, died March 18 at the age of 63. She had been with the company since 1965 and resided at 320 Unqua Rd., Massapequa, N.Y.

scorecard

So-o-o close. *The Grumman bowling team took second place honors in the recent Long Island Industrial Tournament after a neck and neck competition with eventual first place winner AMF. The Grumman rollers are: (L to R) Ed Hilbert; Alan Stundies; Ed Gabriel; Al; Kirillin; Charles Fuschillo, mgr. Grumman Recreation; Niel Napolitano; Dan Ragas; and Tony Napolitano. (Missing from the photo are: Bill Bredeen; Joe Biscardi; and Doug Morgan.)*

Jake Swirbul tourney

Sponsored by Grumman, the 44th annual Long Island Men's Industrial Tournament rolled to an end on Saturday, March 23 with AMF taking top honors. Grumman finished a very close second after a see-saw battle in which the two teams exchanged slim leads all the way up to the final game.

Both AMF and Grumman broke long-standing tourney records. New tourney record for high team series was set by AMF with 3,169; Grumman settled for second place with its 3,132. In the team high competition, the Grumman team also finished in close second with a high game score of 1,100 to AMF's 1,120.

The winning AMF squad set a new record of 12,131 total wood for 12 games. The old record, which had stood since 1945, was 12,032. Grumman's second place total was 12,030.

Lost lead

Going into the final round of the tourney, AMF, which last won the trophy 11 years ago, led Grumman by a mere 51 pins and Nassau County by 56. After two games Nassau County dropped from contention and the Grumman squad headed into the final game with a 23-pin lead. In the final showdown, AMF rolled up a 1047 score, while the Grumman team totaled only 923, losing the tournament championship by 101 pins.

The Grumman bowlers took some consolation when team captain Al Kirillin received the high game award for his score of 279. Kirillin also tied for second in the high individual series category with Roy Ryan of AMF; both bowled scores of 728.

Relocating champions

Keglers take note: there has been a change of location for the annual Tournament of Champions. This year's bowling contest for the winners of the various Grumman bowling leagues will be held at Westbury Bowl, 4000 Brush Hollow Rd., Westbury, on June 2. For further information contact Herb Mahoney in the Recreation office, Ext. 52133 or call Westbury Bowl at (516) 333-7446.

Tennis tourney

The annual Grumman tennis classic gets underway next month. Men's and women's singles tournaments at both Bethpage and Calverton begin on Monday, May 20. Doubles play starts on Monday, June 17, while mixed doubles competition opens the week of July 8th.

This year, there will be a new senior's division for men (aged 45 and over). As in previous years, there are two divisions — A and B — for men's singles and doubles in Bethpage. All 1985 varsity team members who enter must play in the A division tournaments — even if they are teamed with non-varsity partners.

Winners of the 1984 B division tourneys must move up to the A bracket this year. All others will compete in the B division unless they elect to take on the A-level players.

Singles and doubles tournaments are open to Grummanites only. However, in mixed doubles play, a Grummanite may team up with a family member.

Participants may enter either the Bethpage or the Calverton tournament, but not both.

Lady duffers

Women who are interested in swinging through the links in eastern Long Island are encouraged to contact Laurie Drake at Ext. 117-7180, or Marguerite Gibbons at Ext 117-6775. Drake and Gibbons will be taking calls from those Grummanites interested in playing golf in the Calverton Ladies Singles Golf League. The deadline for signing up is April 19.

Stuart springs into training

At Stuart Operations (Fla.), the Grumman Tomcats opened the 1985 pre-season by placing second in a recent tournament held in Sebastian, Florida. Clarence Delancy was on the mound for the Tomcats who kicked off the spring season with a 3-2 tourney appearance.

After dropping the opening game, the Tomcats bounced back, thanks to Skill Hall's two-run triple in the seventh. In the third game, Danny Strauss Jr. lined a run-scoring single in the seventh for the Tomcats second victory. The Stuart squad defeated Amity Buick of Stuart, 10-8 to set up the championship game against unbeaten Moxley Construction of Melbourne. A Grumman win would have forced a second game, but the Moxley crew eliminated the Tomcats, 8-5.

The Stuart varsity is still holding tryouts. Contact team manager Danny Strauss, Ext. 247, for more information.

Yankee tix

Yankee fans will be happy to know that Recreation has gotten its hands on a bunch of Yankee tickets for the upcoming baseball season. All are for Friday evening games. Admission is $8.25 per person; round-trip bus fare is $7.

Grumman nights at Yankee Stadium are: May 3, Kansas City, Sections 3-7 main level; June 14, Detroit, Sections 3-5 upper level; Texas, Sections 6-8 main level; and August 16, Boston, Sections 6-8 main level. For further information, contact Recreation, Ext. (111) 52133.

Tennis tournament

Entry form

Name. . . . . Perm. No . . . . .
Mail stop . . . . . P1 . . . . . Ext. . . . . .

Singles (Check one)	[ ] A-Men (Bethpage)	[ ] Women (Bethpage)
	[ ] B-Men (Bethpage)	[ ] Women (Calverton)
	[ ] Senior Men's (45+)	[ ] Men (Calverton)
Doubles (Check one)	[ ] A-Men (Bethpage)	[ ] Women (Bethpage)
	[ ] B-Men (Bethpage)	[ ] Women (Bethpage)
	[ ] Men (Calverton)	

Partner's Name . . . . . Perm No. . . . . .
Mail stop . . . . . P1 . . . . . Ext. . . . . .

Mixed Doubles	[ ] Bethpage (Check one)	[ ] Calverton

Partner's name. . . . . Perm No. . . . . .
Mail stop . . . . . P1 . . . . . Ext. . . . . .

Deadline: April 19th

Mail to: Bethpage, M. Cherry, A01-28A
Calverton — J. Barrie, A29-06

EIP in 1984

(Continued from page 1)

its assets are growing rapidly. Withdrawals from the fund were also up in '84 — though not to the levels seen during 1981, when money market rates were high. Bradshaw attributed this to the fact that about 1,000 Grummanites took advantage of the Incentivized Early Retirement Program last May.

Norm Wells of Aetna, the insurance company that manages $170 million of the GIF assets, presented an analysis that compared the Aetna account's total return to four other investment alternatives. The analysis was done on $1,000 invested over a period of ten years. The Aetna account placed in the middle, outranked by the Standard & Poors 500 and balanced mutual funds.

The newest player on the EIP team is Mutual Benefit Life Insurance of Newark, New Jersey. It manages $33 million of the GIF assets. The money was guaranteed to receive 13 percent in 1984 — it's now guaranteed at 13.12 percent for 1985. That figure has been averaged with that for the Aetna fund to produce this year's blended rate.

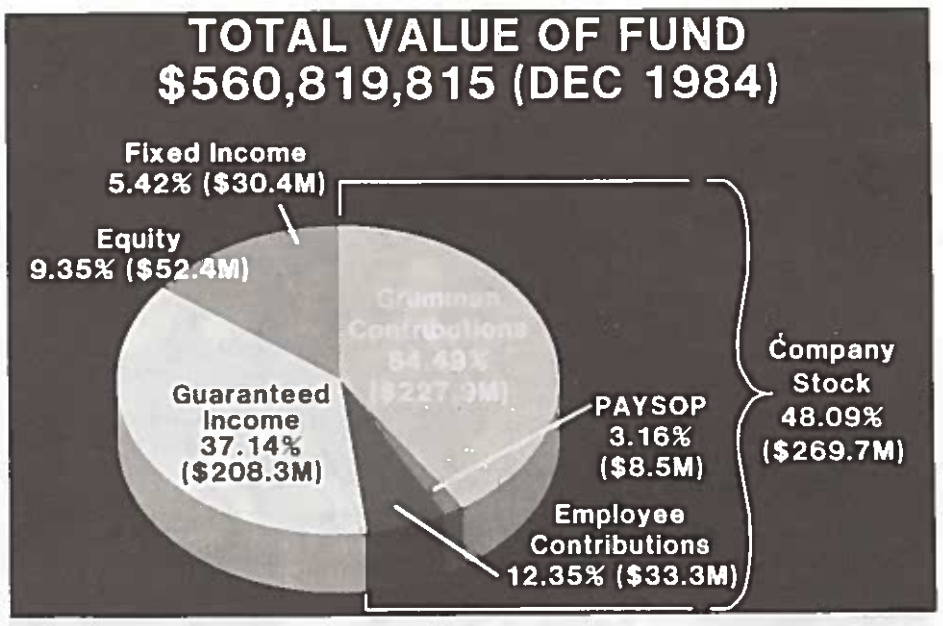
Sleeper

PAYSOP (Payroll based Stock Ownership Plan), which went into effect in January, 1983, now accounts for 3 percent of the total EIP fund. "It's a bit of a sleeper but it's beginning to add up," Bradshaw said.

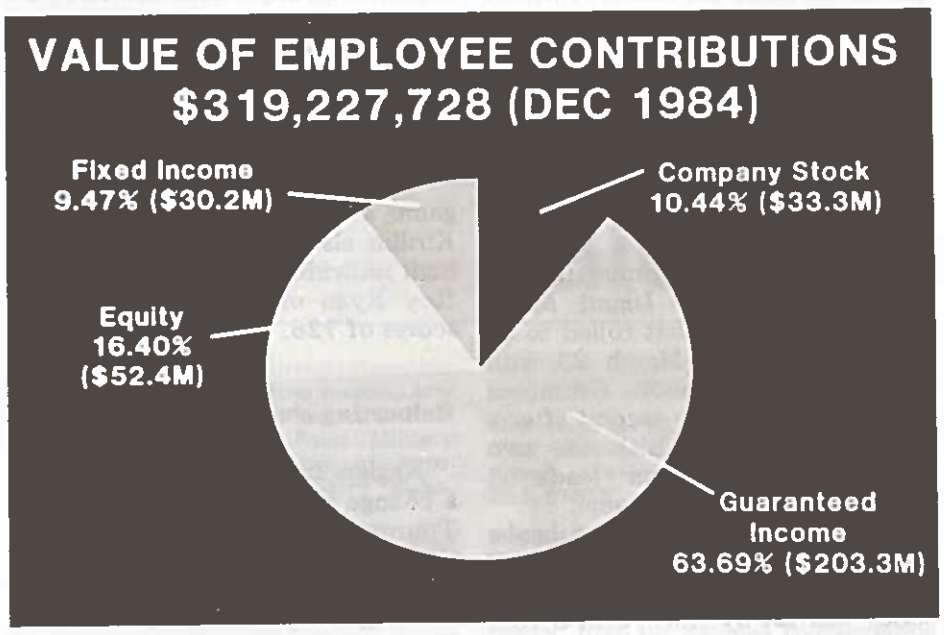
Bradshaw also noted that PAYSOPs were originally authorized by Congress for five years, at a distribution rate of .5 percent of an employee's annual salary for the first two years, and .75 percent for the remaining three.

The freeze is on

"We had looked forward to being able to do that, but legislation came along last year in the face of the Federal deficit, freezing the contribution rate at one half of one percent," he explained.



Mixed assets. *As shown at top, Grumman stock (including company contributions) accounts for a sizable portion of the EIP. The bottom chart shows where EIP members are investing their money.*



Retirees

On behalf of our fellow workers, we salute the following Grummanites for their contributions to the company and wish them well in their retirement. Those who have recently retired are:

Elmer E. Keiser (6), James J. Grady (GAI), Elisabeth V. Bohnert (111), Benjamin W. Jazombek (6), Peter L. Romono (30), Jean A. Rowe (71), Harris S. Dayton (3), Harold J. Manning (18), James V. Minicozzi (2), Richard J. Cyphers Jr. (2), Robert Bures (40), Henry N. Cook (43), Pete Remington (1), Paul E. Wyatt (56), Daniel C. Cassino (TSI), Joseph A. Mule (35), Brendan B. Bates (30), Dominick L. Negro (272), Mieczyslaw Borowiec (5), Angelina L. Ketchum (40), George Aloisi (30), Raymond P. LeCann (GII), Karul Baleisis (40), Elizabeth Gagomiros (30).

GRUMMAN
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